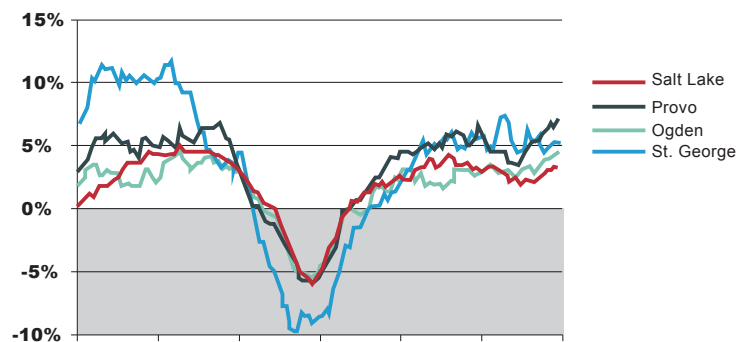


GRAPHS FROM UTAH WIOA UNIFIED STATE PLAN 2016 – 2020

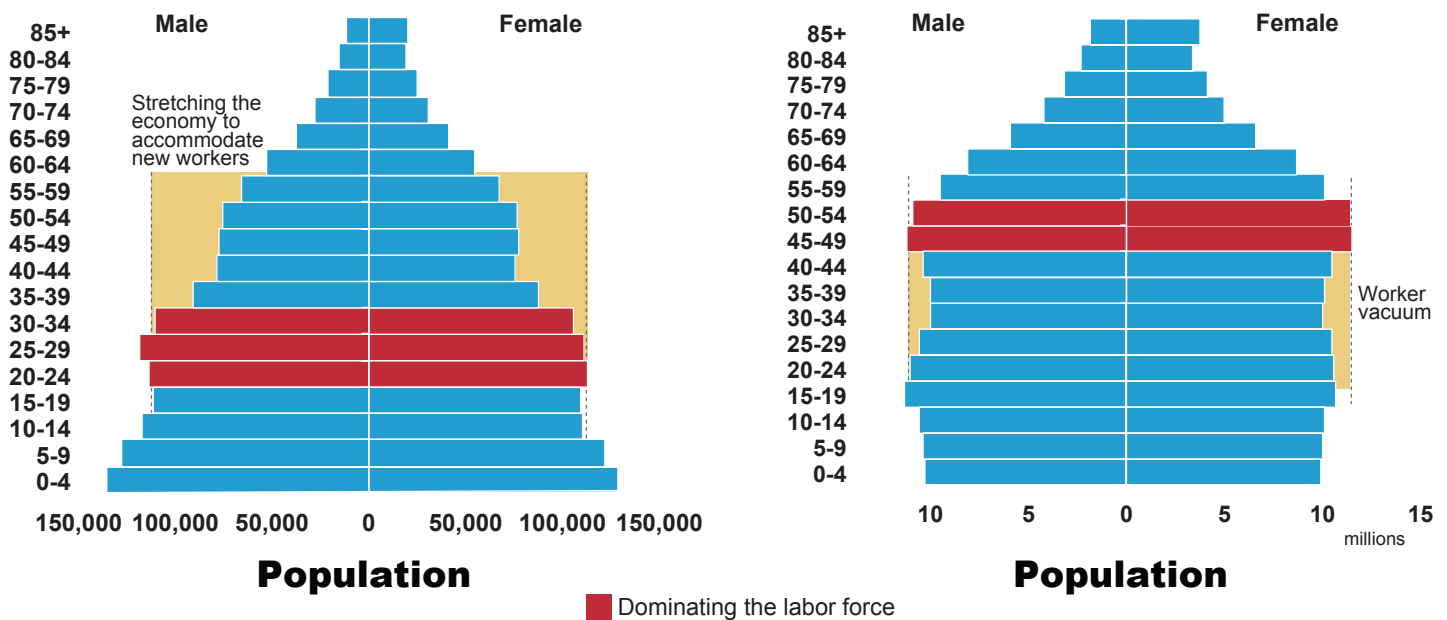
FIGURE 1. STRONG EMPLOYMENT GROWTH IN
PROVO AND ST. GEORGE
2004-2015



Source: Utah Department of Workforce Services

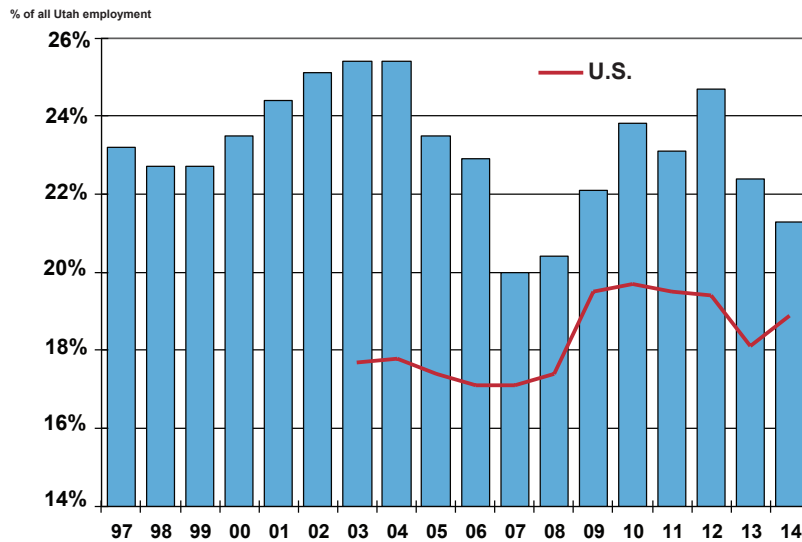
FIGURE 2.

UTAH'S POPULATION BY AGE AND SEX: 2010 U.S. POPULATION BY AGE AND SEX: 2010



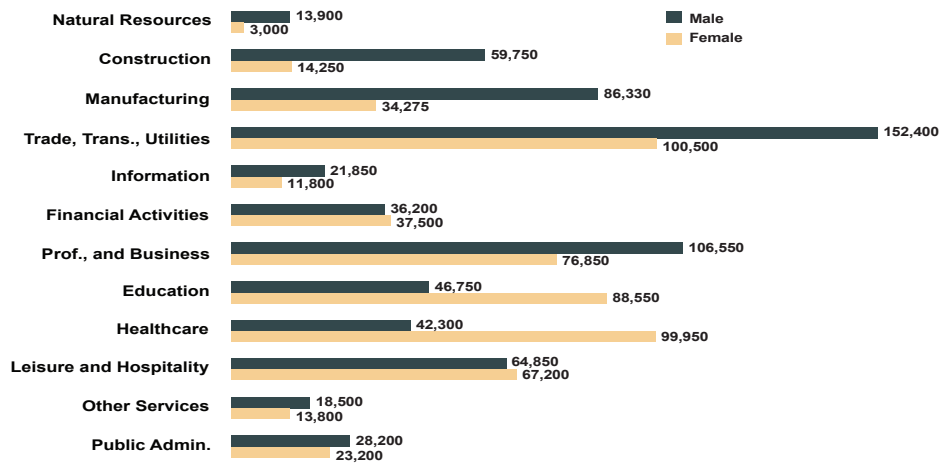
Source: U.S. Bureau of the Census

**FIGURE 3. PART-TIME EMPLOYMENT IN UTAH
1997-2014**



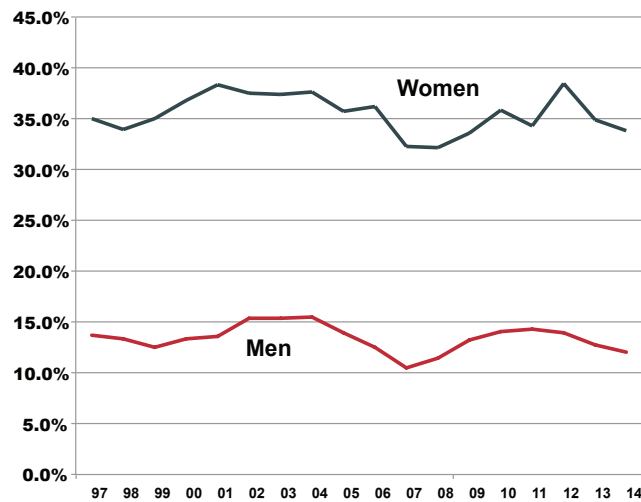
Source: U.S. Bureau of Labor Statistics

**FIGURE 4. UTAH NONFARM INDUSTRY PROFILE (GENDER MAKEUP)
2014 Q2**



Source: U.S. Census Bureau, Local Employment Dynamics

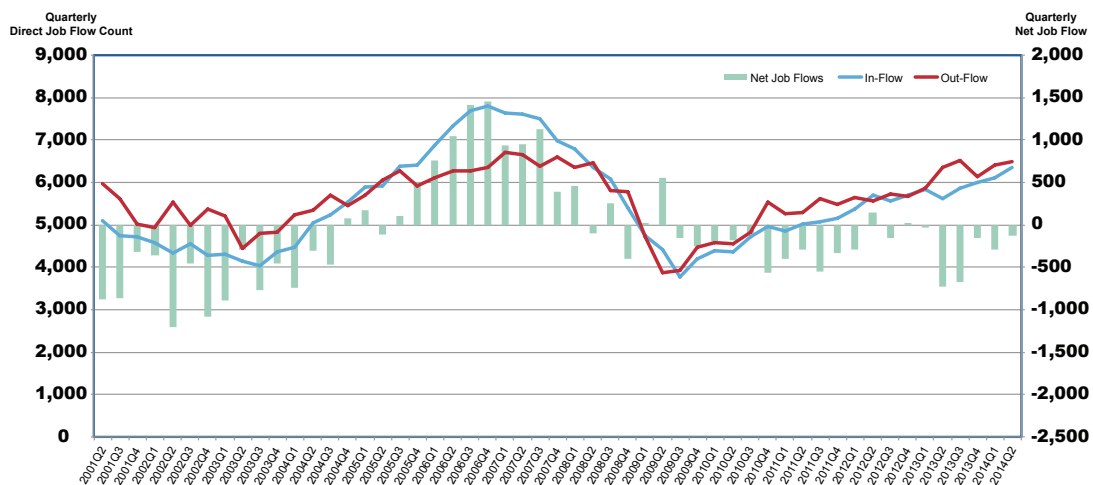
**FIGURE 5. % OF GENDER WORKING PART-TIME
1997-2014**



Source: U.S. Bureau of Labor Statistics

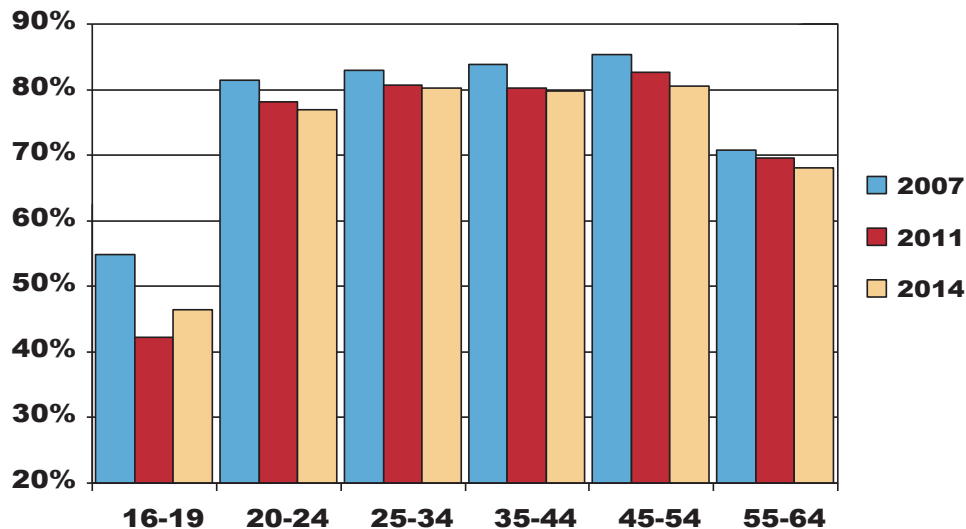
**FIGURE 6. UTAH JOB FLOWS
QUARTERLY DIRECT JOB FLOWS INTO AND OUT OF UTAH**

**Seasonally Adjusted*



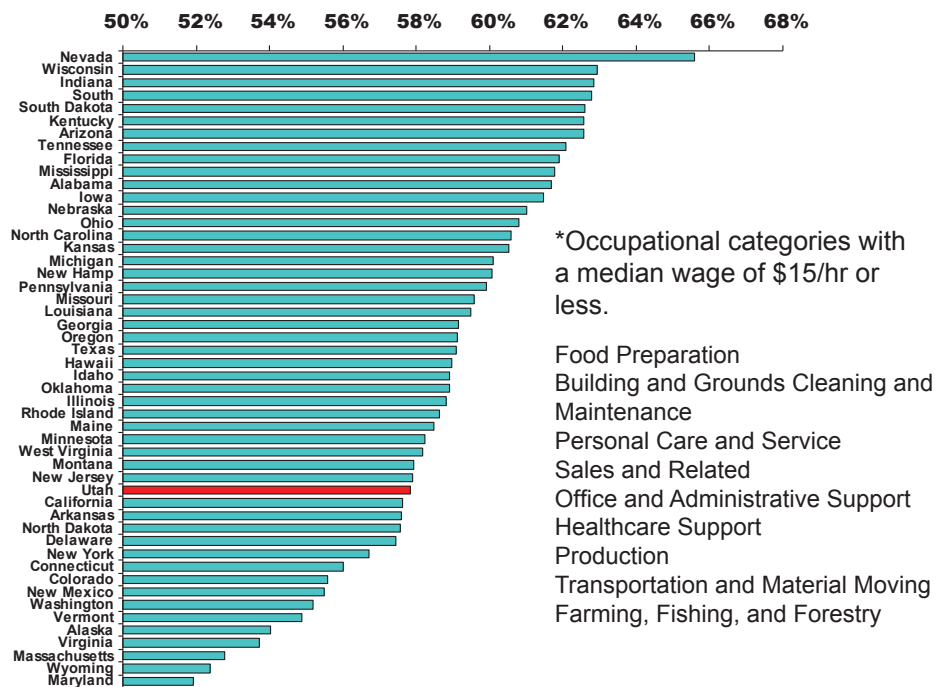
Source: BLS Job-to-Job Flows Data (Beta) - http://lehd.ces.census.gov/data/j2i_beta.html
Seasonal adjustment done using Census X-13 ARIMA SEATS

**FIGURE 7. UTAH CHANGE IN LABOR
FORCE PARTICIPATION RATE
2007, 2011, 2014**



Source: U.S. Bureau of Labor Statistics

**FIGURE 8. LOW-WAGE OCCUPATIONAL EMPLOYMENT*
AS A SHARE OF TOTAL OCCUPATIONAL EMPLOYMENT**



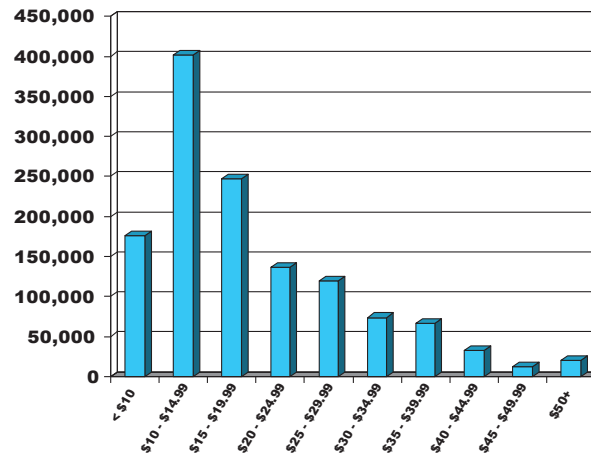
Source: U.S. Bureau of Labor Statistics

FIGURE 9. UTAH EDUCATIONAL MAKEUP

		Utah Occupational Mix	% of
		as referenced upon	Annual
	% of	Typical Education	Utah
	25+ Pop	for Occupational Entry	Job Growth
Less than 12th grade, no diploma	8.6%	25.4%	23.4%
High school graduate (includes equivalency)	23.0%	41.5%	39.5%
Some college, no degree	27.4%	7.8%	8.8%
Associate's degree	9.9%	3.7%	4.3%
Bachelor's degree	20.8%	17.7%	18.9%
Graduate or professional degree	10.3%	3.9%	5.1%

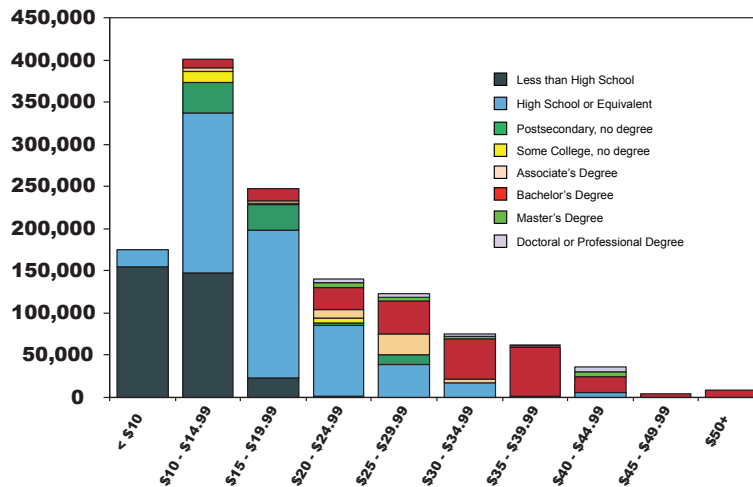
Source: U.S. Census Bureau; 2014 American Community Survey
Source: U.S. Bureau of Labor Statistics; Occupational Employment Statistics
Source: Projections; Utah Dept. of Workforce Services
Note: The Occupational Mix column includes any workers 18 and over.

**FIGURE 10. UTAH OCCUPATIONAL
EMPLOYMENT
BY HOURLY WAGE RANGE***



Source: Utah Dept. of Workforce Services, Occupational Employment Statistics data.
* Median hourly wage.

**FIGURE 11. UTAH OCCUPATIONAL EMPLOYMENT
BY HOURLY WAGE RANGE*
BY ENTRY LEVEL EDUCATION****



Source: Utah Dept. of Workforce Services, Occupational Employment Statistics data.
* Median hourly wage. ** As measured by the U.S. Bureau of Labor Statistics

**FIGURE 12. UTAH HELP WANTED ONLINE UNIQUE ADS 120-DAY PERIOD
MID LEVEL INCOME—\$30K TO \$49K**

Utah Help Wanted Online® Unique Ads 120-day Period		
Mid Level Income -- \$30K to \$49K		
Occupation	Unique Ads	Entry Education
Heavy and Tractor-Trailer Truck Drivers	6,670	Postsecondary non-degree award
First-Line Supervisors of Retail Sales Workers	5,990	High school diploma or equivalent
First-Line Supervisors of Office and Administrative Support Workers	3,051	High school diploma or equivalent
First-Line Supervisors of Food Preparation and Serving Workers	2,523	High school diploma or equivalent
Computer User Support Specialists	2,272	Some college, no degree
Executive Secretaries and Executive Administrative Assistants	1,440	High school diploma or equivalent
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,279	High school diploma or equivalent
First-Line Supervisors of Production and Operating Workers	1,183	Postsecondary non-degree award
Automotive Service Technicians and Mechanics	1,145	High school diploma or equivalent
Maintenance and Repair Workers, General	1,089	High school diploma or equivalent
Retail Salespersons	1,037	Less than high school
Registered Nurses	1,030	Associate's degree
Accountants and Auditors	813	Bachelor's degree

**FIGURE 13. UTAH HELP WANTED ONLINE UNIQUE ADS 120-DAY PERIOD
MID LEVEL INCOME—\$30K TO \$49K
ADVERTISED CERTIFICATIONS**

Utah Help Wanted Online® Unique Ads 120-day Period	
Mid Level Income -- \$30K to \$49K	
Advertised Certifications	
Certifications	Unique Ads
Driver's License	6,799
Commercial Driver's License	5,320
Basic Life Support	1,924
Certified Registered Nurse	1,726
Occupational Safety & Health Administration Certification	1,246
HAZMAT	1,114
Certification in Cardiopulmonary Resuscitation	975
Continuing Education	898
Advanced Cardiac Life Support	889
Pediatric Advanced Life Support	811
Food safety programs	800
Automotive Service Excellence	709
Licensed Clinical Social Worker	574
Health Insurance Portability and Accountability Act - HIPPA	545
Pharmacy Technician	545
Licensed Practical Nurse	524
Dental Assistant	500
DOT Medical card	489
Certified Coding Specialist	384
Class A Commercial Drivers License	382
Registered Health Information Technician	356

**FIGURE 14. UTAH HELP WANTED ONLINE
ADVERTISED HARD AND SOFT SKILLS**

Utah Help Wanted Online®	
Advertised Hard and Soft Skills	
Hard Skills	Soft Skills
Quality Assurance	Oral and written communication skills
Application process	Integrity
Bilingual	Detail oriented
Technical support	Marketing
Structured query language	Customer service oriented
Customer relationship management	Self-starting / Self-motivated
Java	Microsoft Office
Linux	Problem solving
Quality control	Team-oriented, teamwork
Bilingual Spanish	Creativity
Behavioral health	Basic computer skills
Pediatrics	Work independently
JavaScript	Organizational skills
Hypertext markup language	Sales experience / ability
Salesforce CRM SFDC	Sales and operations planning
Food preparation	Coaching
Software as a Service	Strong leadership skills
User Experience design	Time management

FIGURE 15. EMERGING INDUSTRIES

EMERGING INDUSTRIES		
<u>Major Industry</u>	<u>Specific Industry</u>	<u>NAICS</u>
Healthcare	Other ambulatory health care services	621900
Education	Educational support services	611700
Business Services	Office administrative services	561100
Healthcare	Home health care services	621600
Professional and Technical	Management and technical consulting services	541600
Finance	Securities, commodity contracts, investments	523000
Healthcare	Individual and family services	624100
Healthcare	Community care facilities for the elderly	623300
Professional and Technical	Specialized design services	541400
Professional and Technical	Computer systems design and related services	541500
Construction	Building foundation and exterior contractors	238100
Transportation	Support activities for transportation	488000
Warehousing	Warehousing and storage	493000
Recreation	Museums, historical sites, zoos, and parks	712000
Construction	Building finishing contractors	238300
Construction	Residential building construction	236100
Education	Other schools and instruction	611600
Professional and Technical	Other professional and technical services	541900
Healthcare	Offices of physicians	621100
Healthcare	Outpatient care centers	621400
Professional and Technical	Business support services	561400
Professional and Technical	Facilities support services	561200
Information	Other information services	519000
Healthcare	Offices of other health practitioners	621300
Healthcare	Other residential care facilities	623900
Professional and Technical	Architectural and engineering services	541300
Retail Trade	Nonstore retailers	454000
Healthcare	Emergency and other relief services	624200
Professional and Technical	Scientific research and development services	541700

FIGURE 16. EMERGING OCCUPATIONS

EMERGING OCCUPATIONS		
<u>Major Occupation</u>	<u>Specific Occupation</u>	<u>SOC</u>
Production	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011
Construction	Helpers--Electricians	47-3013
Construction	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011
Construction	Brickmasons and Blockmasons	47-2021
Architecture and Engineering	Biomedical Engineers	17-2031
Education and Training	Health Specialties Teachers, Postsecondary	25-1071
Production	Painters, Transportation Equipment	51-9122
Media and Communications	Interpreters and Translators	27-3091
Business and Financial	Credit Counselors	13-2071
Personal Care Services	Skincare Specialists	39-5094
Education and Training	Nursing Instructors and Teachers, Postsecondary	25-1072
Healthcare Practitioners	Diagnostic Medical Sonographers	29-2032
Business and Financial	Market Research Analysts and Marketing Specialists	13-1161
Construction	Insulation Workers, Mechanical	47-2132
Computer and Mathematical	Information Security Analysts	15-1122
Healthcare Support	Home Health Aides	31-1011
Healthcare Practitioners	Physician Assistants	29-1071
Business and Financial	Meeting, Convention, and Event Planners	13-1121
Healthcare Support	Phlebotomists	31-9097

**FIGURE 17. OFFERED WAGES:
MAJOR OCCUPATION GROUP**

RESULTS: Although most of the major occupational groups in the survey offered wages for difficult-to-fill jobs that were below the BLS mean, a few distinct trends emerged. Management and sales-related occupations offered wages well below the occupational norm. Over 50 percent of those two groups were offering wages below the 25th percentile, and in both cases, the mean hourly offered wage was at least \$12 per hour lower than the BLS occupational mean. The production occupational group was the only group in which more than 50 percent of the offered wages were above the occupational mean. On the surface, this suggests that this occupational group's difficulties are more skill and training issues than wage considerations.

Wages offered for difficult-to-fill jobs relative to occupational median:

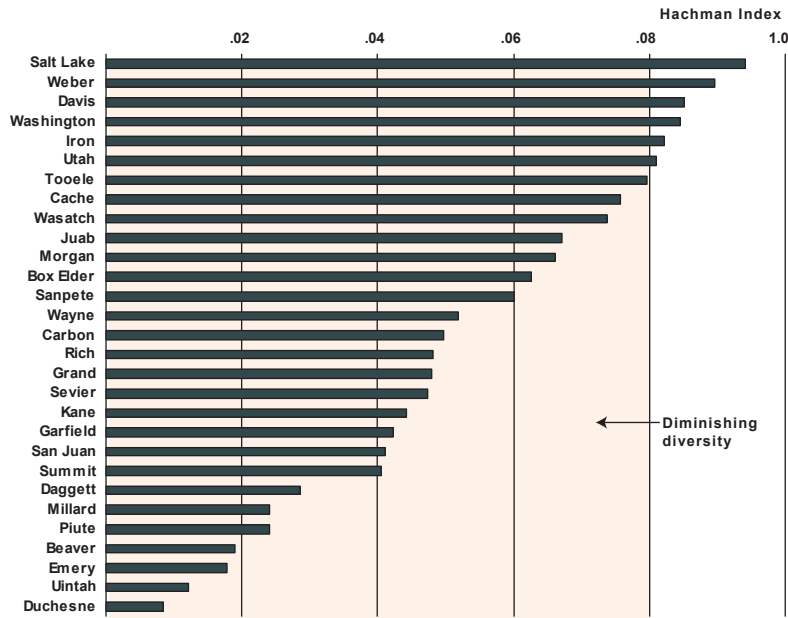
◆ Below Survey Average ◆ Above Survey Average
 — One Std. Dev. Below/Above Mean



NOTE: Excludes "Refused to Answer", "Don't Know", commission based wages, and "Other" responses.

* Indicates that the observed data for a given occupational group is significantly different from the aggregate data of the other occupational groups ($p < 0.01$).

FIGURE 18. UTAH COUNTY-LEVEL ECONOMIC DIVERSITY 2014



Source: Utah Dept. of Workforce Services

FIGURE 19. WHERE IS TOURISM-RELATED EMPLOYMENT SIGNIFICANT?

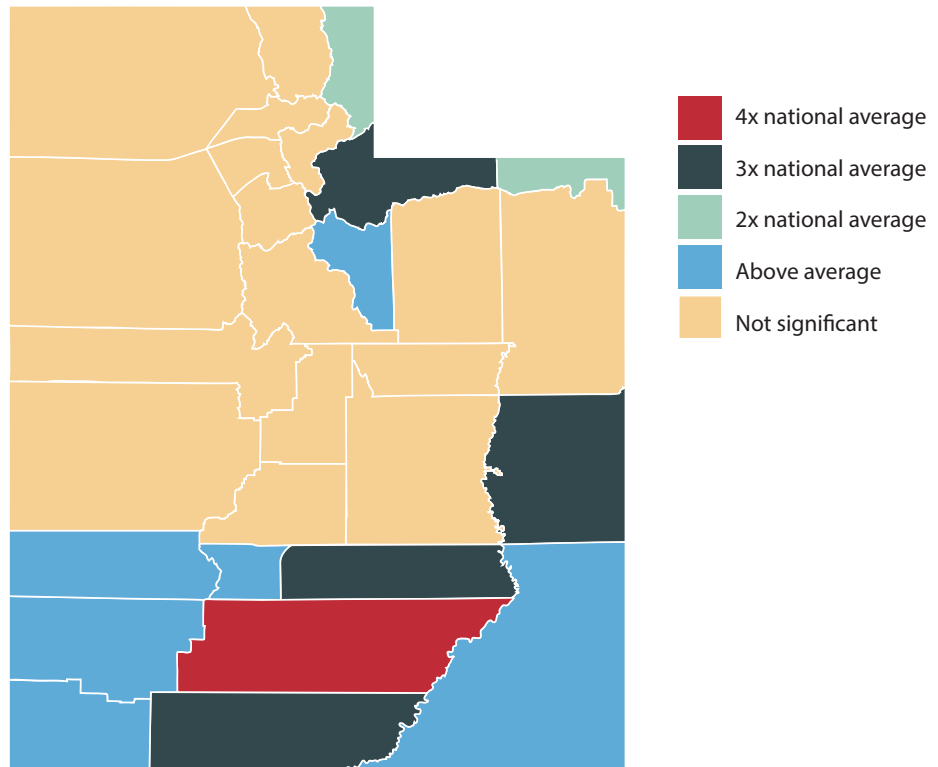
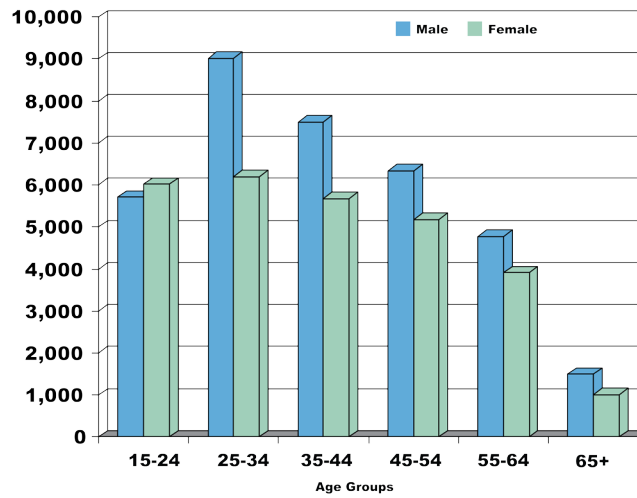


FIGURE 20. INDIVIDUALS WITH BARRIERS TO EMPLOYMENT

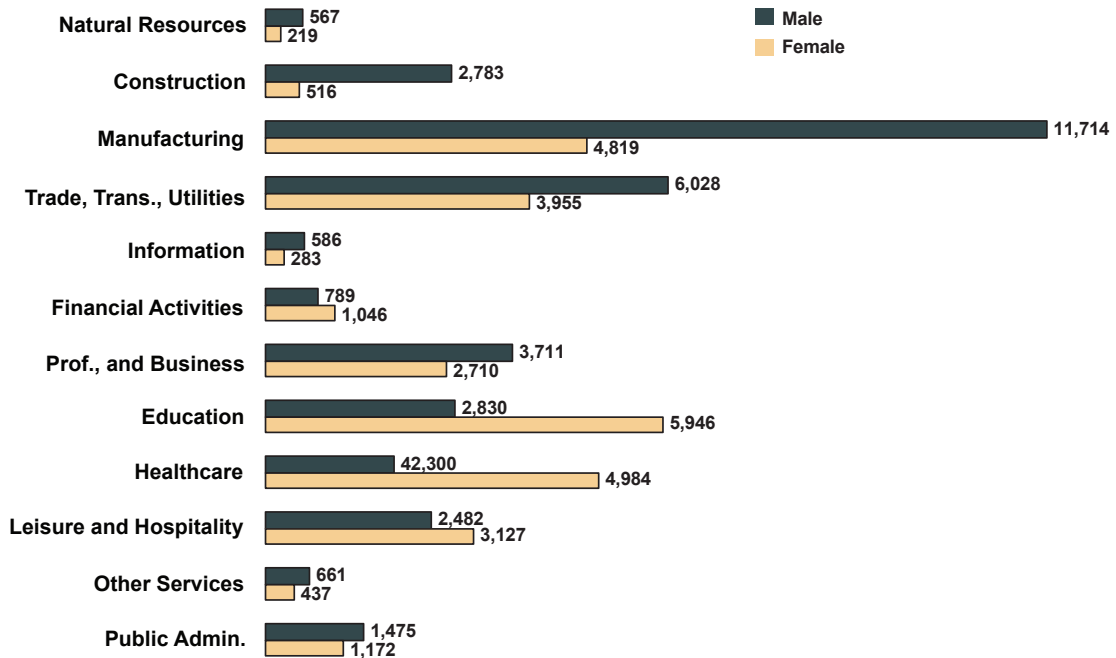
Category	Number	Source/Comment
Low Income	201,725	Poverty and below; 18+ Population. ACS Table S1701
American Indians	28,800	ACS Table B02005
Alaska Natives	377	ACS Table B02005
Native Hawaiian	2,340	ACS Table B02007
Individuals with Disabilities	279,536	ACS Table S1810
Youth with Disabilities	30,225	5 to 17 Population; ACS Table S1810
Older Individuals	732,783	WIOA definition of "Older" is 55 and over. ACS Table S0101
Ex-Offenders	16,000	http://www.ncjp.org/index.php?q=content/leveraging-partnerships-utah%E2%80%99s-employment-placement-project
Homeless Individuals	14,900	Data Submitted for HUD's 2015 Annual Homeless Assessment Report
Homeless children and youth	4,000	
Foster Care	9,900	ACS Table S901
English Learners	20,190	ACS Table S1602
Low Levels of Literacy	205,800	National Center for Education Statistics (9%) and the ACS
Substantial Cultural Barriers	8,450	DWS Refugee Data
Farmworkers	750	WIOA definition is migrant farm workers. 2012 Ag Census
Individuals within 2 Years of TANF Exhaust	1,505	DWS Data
Single Parent	136,630	ACS Table B09002
Male	35,800	ACS Table B09002
Female	100,830	ACS Table B09002
Pregnant	5,650	DWS Data Only
Long-term Unemployed	6,800	Six months or longer. Current Population Survey data.
Displaced Homemaker	62,560	Single female in labor force. ACS Table S2302
Veterans	131,381	ACS S2101
Male	121,920	ACS S2101
Female	9,461	ACS S2101
Gulf War (2001+)	25,619	ACS S2101
Gulf War (1990)	26,276	ACS S2101
Vietnam	45,852	ACS S2101
Korea	14,452	ACS S2101
WWII	8,934	ACS S2101
Age:		
18-34	12,481	ACS S2101
35-54	31,400	ACS S2101
55-64	24,305	ACS S2101
65-74	31,400	ACS S2101
75+	31,926	ACS S2101
With any disability	37,470	ACS S2101
Education		
Less than high school	5,180	ACS S2101
High School	23,300	ACS S2101
Some College/Associates	54,355	ACS S2101
Bachelors Plus	46,590	ACS S2101
Poverty	8,587	ACS S2101
Labor Force	53,996	ACS S2101
Participation Rate	79.3%	ACS S2101
Employed	51,458	ACS S2101
Unemployed	2,538	ACS S2101
Unemployment Rate	4.7%	ACS S2101
ACS = American Community Survey, U.S. Census Bureau		

**FIGURE 21. BEAR RIVER
EMPLOYMENT BY AGE 2014**



Source: U.S. Census Bureau, LED data

**FIGURE 22. BEAR RIVER
NONFARM INDUSTRY PROFILE
(GENDER MAKEUP) 2014 Q2**



Source: U.S. Census Bureau, LED data

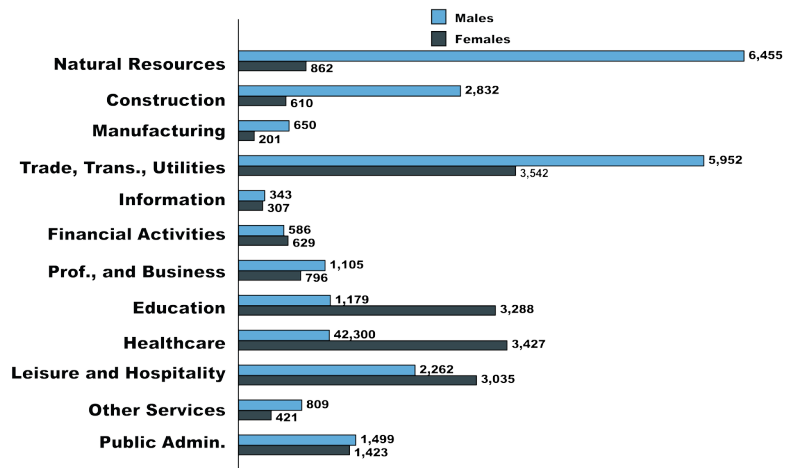
FIGURE 23. BEAR RIVER OCCUPATIONAL MIX

Bear River Area Occupational Mix 2012				
SOC Code	Occupation Title	2012 Employment	Employment Share	Location Quotient
00-0000	Total, All Occupations	71,170		
11-0000	Management Occupations	4,410	6.2%	1.10
13-0000	Business and Financial Operations Occupations	1,900	2.7%	0.54
15-0000	Computer and Mathematical Occupations	1,210	1.7%	0.61
17-0000	Architecture and Engineering Occupations	1,480	2.1%	1.08
19-0000	Life, Physical, and Social Science Occupations	900	1.3%	1.59
21-0000	Community and Social Service Occupations	1,120	1.6%	1.08
23-0000	Legal Occupations	270	0.4%	0.52
25-0000	Education, Training, and Library Occupations	4,820	6.8%	1.14
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	940	1.3%	0.83
29-0000	Healthcare Practitioners and Technical Occupations	2,680	3.8%	0.79
31-0000	Healthcare Support Occupations	1,650	2.3%	0.95
33-0000	Protective Service Occupations	960	1.3%	0.72
35-0000	Food Preparation and Serving Related Occupations	4,500	6.3%	0.89
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,180	3.1%	0.87
39-0000	Personal Care and Service Occupations	1,990	2.8%	1.00
41-0000	Sales and Related Occupations	6,550	9.2%	0.84
43-0000	Office and Administrative Support Occupations	11,100	15.6%	0.91
45-0000	Farming, Fishing, and Forestry Occupations	1,170	1.6%	2.74
47-0000	Construction and Extraction Occupations	3,410	4.8%	0.80
49-0000	Installation, Maintenance, and Repair Occupations	2,590	3.6%	0.90
51-0000	Production Occupations	10,200	14.3%	2.18
53-0000	Transportation and Material Moving Occupations	5,150	7.2%	1.16

FIGURE 24. BEAR RIVER EDUCATIONAL MAKEUP

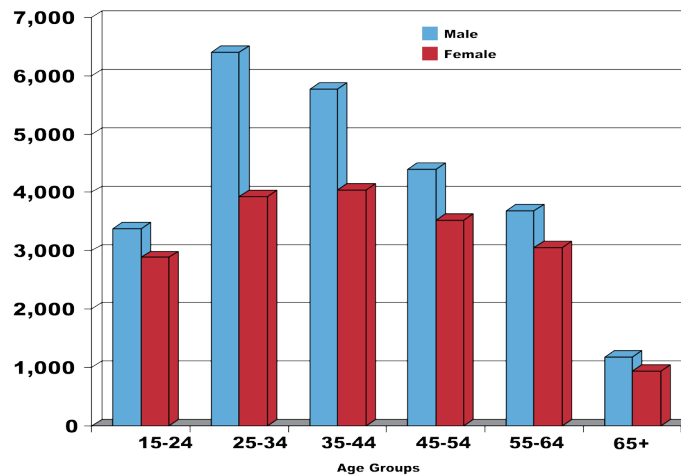
Bear River Educational Makeup		
	Utah State	Bear River
	% of	% of
	25+ Pop	25+ Pop
Less than 12th grade, no diploma	8.6%	7.7%
High school graduate (includes equivalency)	23.0%	25.4%
Some college, no degree	27.4%	28.0%
Associate's degree	9.9%	7.4%
Bachelor's degree	20.8%	21.3%
Graduate or professional degree	10.3%	10.1%

**FIGURE 25. EASTERN REGION NONFARM INDUSTRY
PROFILE (GENDER MAKEUP) 2014 Q2**



Source: U.S. Census Bureau, LED data

**FIGURE 26. EASTERN REGION
EMPLOYMENT BY AGE 2014**



Source: U.S. Census Bureau, LED data

**FIGURE 27. EASTERN REGION
OCCUPATIONAL MIX**

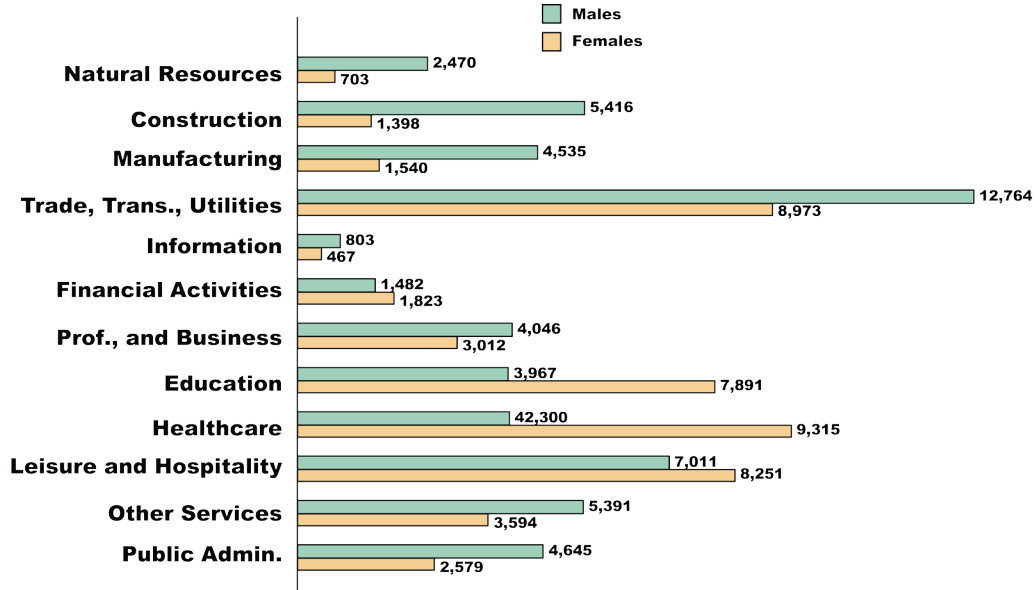
Eastern Region Occupational Mix 2012				
SOC Code	Occupation Title	2012 Employment	Employment Share	Location Quotient
00-0000	Total, All Occupations	56,520		
11-0000	Management Occupations	3,010	5.3%	0.95
13-0000	Business and Financial Operations Occupations	1,110	2.0%	0.40
15-0000	Computer and Mathematical Occupations	280	0.5%	0.18
17-0000	Architecture and Engineering Occupations	700	1.2%	0.64
19-0000	Life, Physical, and Social Science Occupations	890	1.6%	1.98
21-0000	Community and Social Service Occupations	560	1.0%	0.68
23-0000	Legal Occupations	210	0.4%	0.51
25-0000	Education, Training, and Library Occupations	3,540	6.3%	1.06
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	310	0.5%	0.34
29-0000	Healthcare Practitioners and Technical Occupations	2,320	4.1%	0.86
31-0000	Healthcare Support Occupations	1,230	2.2%	0.89
33-0000	Protective Service Occupations	1,100	1.9%	1.03
35-0000	Food Preparation and Serving Related Occupations	4,350	7.7%	1.08
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,530	4.5%	1.28
39-0000	Personal Care and Service Occupations	1,710	3.0%	1.08
41-0000	Sales and Related Occupations	5,020	8.9%	0.81
43-0000	Office and Administrative Support Occupations	7,030	12.4%	0.72
45-0000	Farming, Fishing, and Forestry Occupations	830	1.5%	2.45
47-0000	Construction and Extraction Occupations	8,280	14.6%	2.43
49-0000	Installation, Maintenance, and Repair Occupations	3,820	6.8%	1.67
51-0000	Production Occupations	2,530	4.5%	0.68
53-0000	Transportation and Material Moving Occupations	5,170	9.1%	1.46

**FIGURE 28. EASTERN REGION
EDUCATIONAL MAKEUP**

Eastern Region Educational Makeup		
	Utah State	Eastern Region
	% of	% of
	25+ Pop	25+ Pop
Less than 12th grade, no diploma	8.6%	13.4%
High school graduate (includes equivalency)	23.0%	32.3%
Some college, no degree	27.4%	28.2%
Associate's degree	9.9%	9.9%
Bachelor's degree	20.8%	11.4%
Graduate or professional degree	10.3%	4.9%

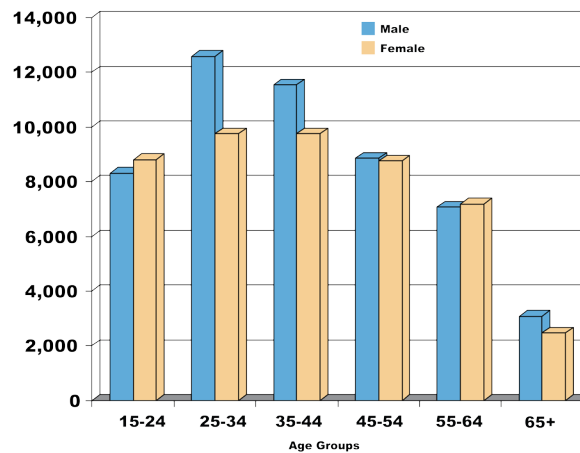
Source: U.S. Census Bureau, American Community Survey

**FIGURE 29. CENTRAL/SOUTHWEST REGION
NONFARM INDUSTRY PROFILE (GENDER
MAKEUP) 2014 Q2**



Source: U.S. Census Bureau, LED data

**FIGURE 30. CENTRAL/SOUTHWEST
REGION EMPLOYMENT BY AGE 2014**



Source: U.S. Census Bureau, LED data

**FIGURE 31. CENTRAL/SOUTHWEST
REGION OCCUPATIONAL MIX**

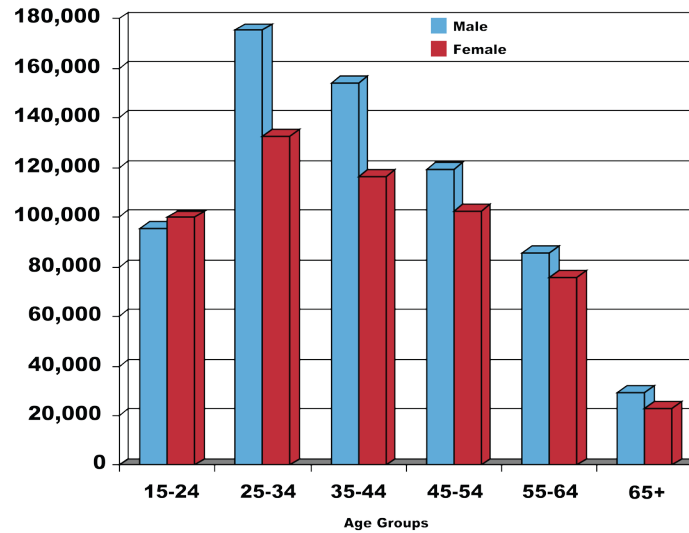
Central/Southwestern Region Occupational Mix 2012

SOC Code	Occupation Title	2012 Employment	Employment Share	Location Quotient
00-0000	Total, All Occupations	101,990		
11-0000	Management Occupations	5,690	5.6%	0.99
13-0000	Business and Financial Operations Occupations	2,380	2.3%	0.47
15-0000	Computer and Mathematical Occupations	780	0.8%	0.27
17-0000	Architecture and Engineering Occupations	880	0.9%	0.45
19-0000	Life, Physical, and Social Science Occupations	1,050	1.0%	1.29
21-0000	Community and Social Service Occupations	1,910	1.9%	1.28
23-0000	Legal Occupations	550	0.5%	0.74
25-0000	Education, Training, and Library Occupations	6,800	6.7%	1.12
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,270	1.2%	0.78
29-0000	Healthcare Practitioners and Technical Occupations	5,400	5.3%	1.11
31-0000	Healthcare Support Occupations	2,650	2.6%	1.06
33-0000	Protective Service Occupations	1,990	2.0%	1.04
35-0000	Food Preparation and Serving Related Occupations	9,310	9.1%	1.28
37-0000	Building and Grounds Cleaning and Maintenance Occupations	5,640	5.5%	1.58
39-0000	Personal Care and Service Occupations	3,500	3.4%	1.22
41-0000	Sales and Related Occupations	11,710	11.5%	1.04
43-0000	Office and Administrative Support Occupations	14,960	14.7%	0.85
45-0000	Farming, Fishing, and Forestry Occupations	2,220	2.2%	3.63
47-0000	Construction and Extraction Occupations	6,400	6.3%	1.04
49-0000	Installation, Maintenance, and Repair Occupations	4,520	4.4%	1.10
51-0000	Production Occupations	4,800	4.7%	0.72
53-0000	Transportation and Material Moving Occupations	7,580	7.4%	1.19

**FIGURE 32. CENTRAL/SOUTHWEST
REGION EDUCATIONAL MAKEUP**

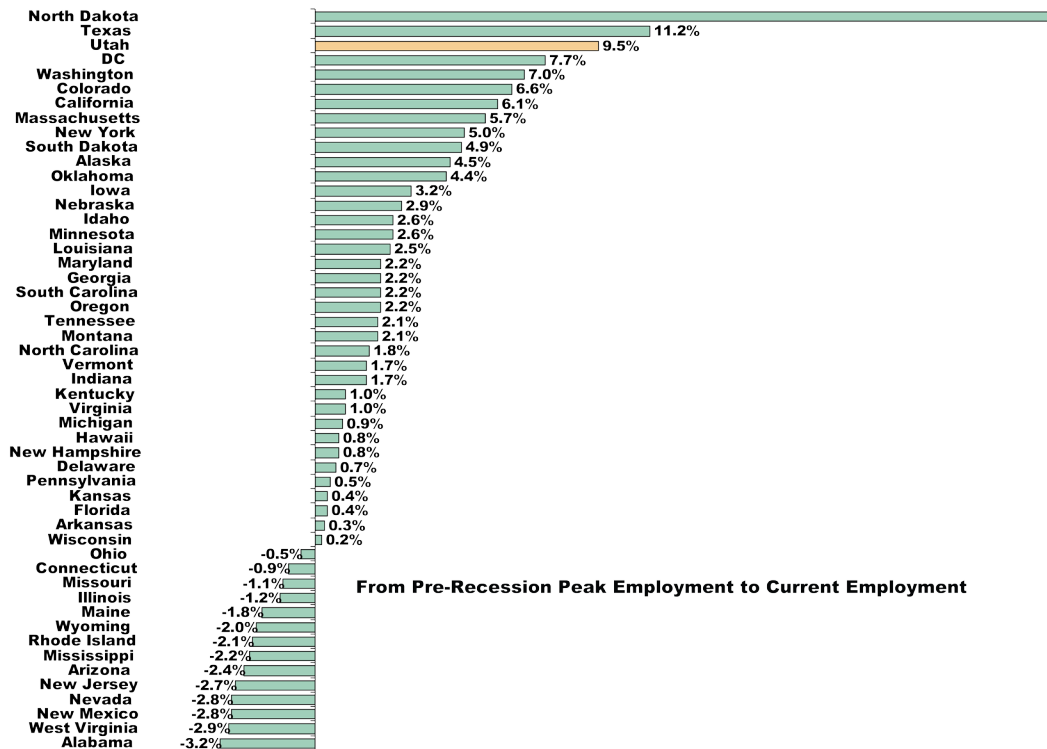
Central/Southwest Educational Makeup		
	Utah State	Cen/SW
	% of	% of
	25+ Pop	25+ Pop
Less than 12th grade, no diploma	8.6%	9.1%
High school graduate (includes equivalency)	23.0%	27.3%
Some college, no degree	27.4%	29.5%
Associate's degree	9.9%	9.8%
Bachelor's degree	20.8%	15.9%
Graduate or professional degree	10.3%	8.4%

FIGURE 33. UTAH EMPLOYMENT BY AGE • 2014



Source: U.S. Census Bureau, LED data

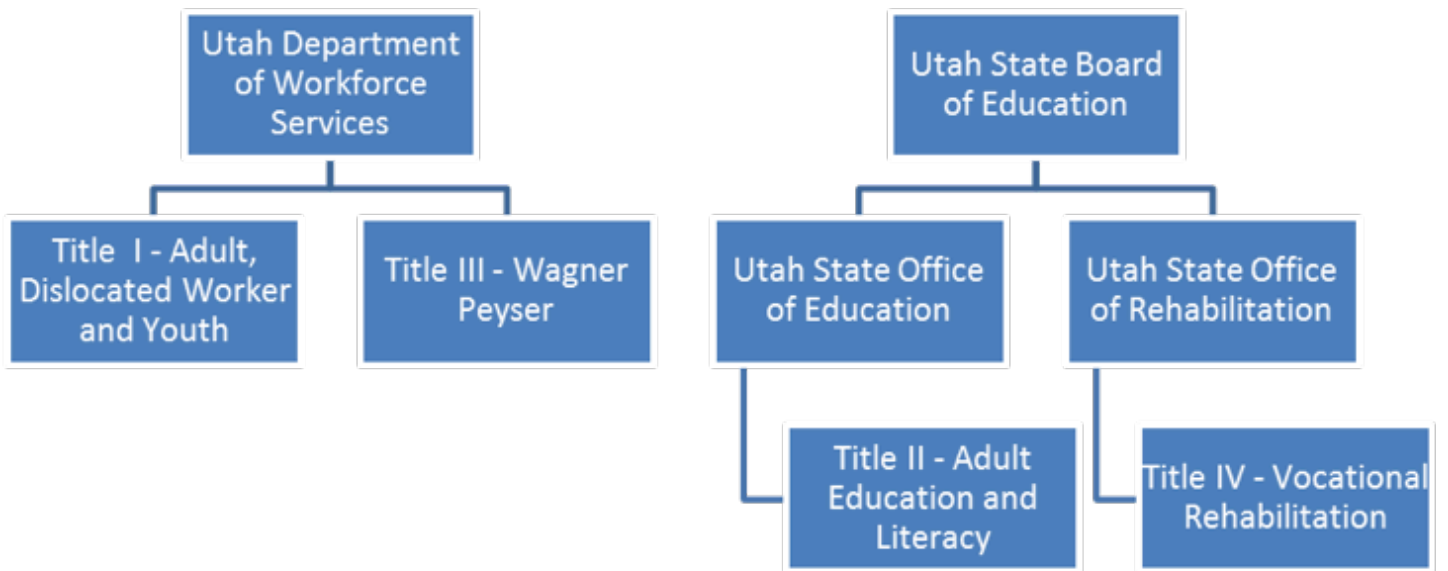
FIGURE 34. STATE BY STATE
RECESSION EMPLOYMENT REBOUND



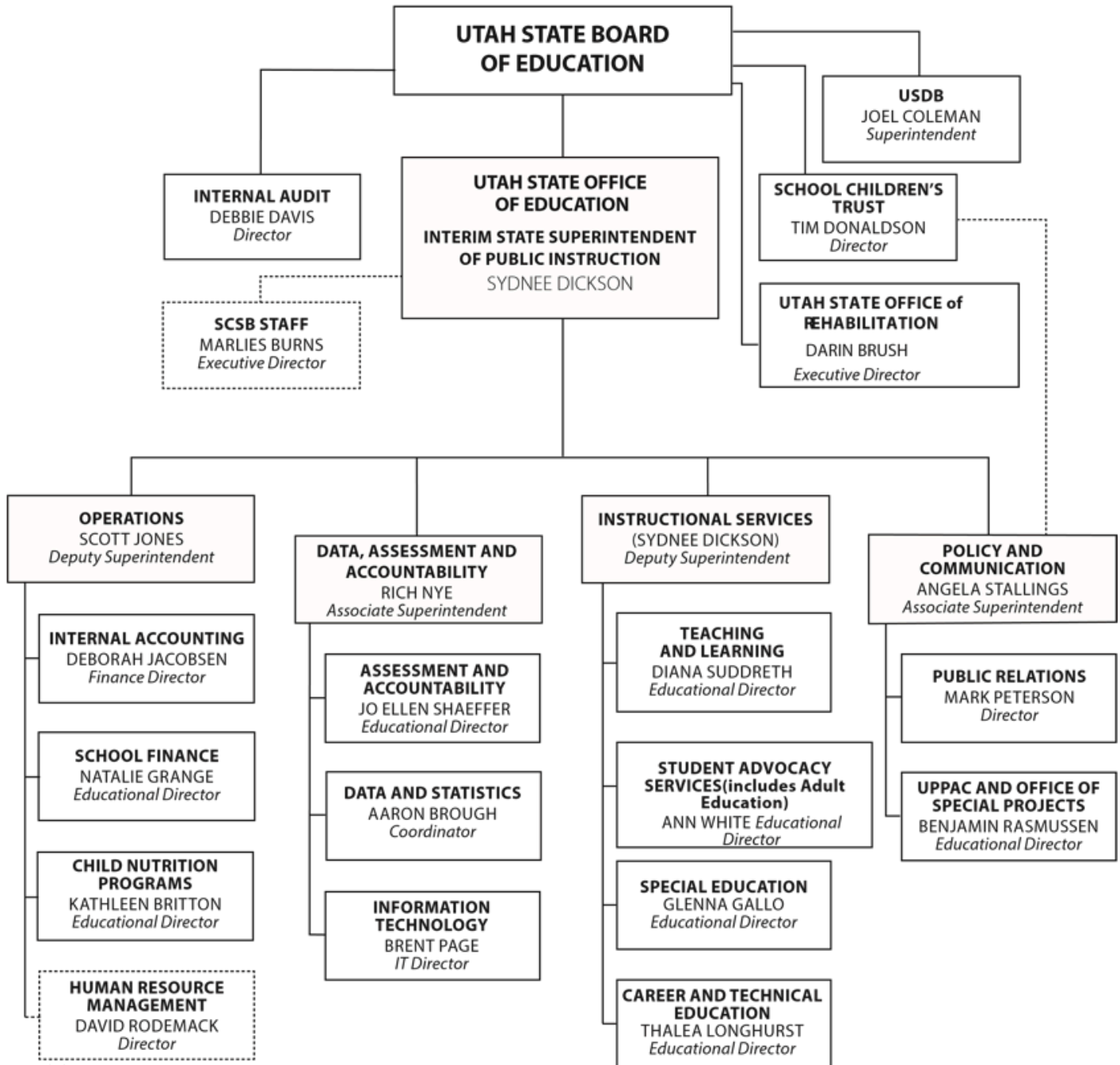
Source: U.S. Bureau of Labor Statistics; August 2015 Current Employment Statistics estimates.

FIGURE 35. ORG CHARTS

HIGH LEVEL ORGANIZATION CHART



UTAH STATE BOARD OF EDUCATION



3/18/2016 gray

**UTAH DEPARTMENT OF WORKFORCE SERVICES
WORKFORCE DEVELOPMENT DIVISION • APRIL 2016**

